

SUNRISE MOVEMENT

2.0 DNA PACKET

[AUDIO RECORDING VERSION HERE](#)

This packet is the **Sunrise 2.0 DNA**: the simplest possible version of the orientations that will guide the direction of our movement over the coming years. This packet doesn't try to cover every single detail about how we will operate as a movement because many of those details will change over time and vary from place to place.¹

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Active Sunrise members will vote whether or not to approve this DNA June 21-30th. [Click here confirm your eligibility & learn more about the voting process](#), and then [register to vote here](#).

¹ If you are someone who processes by seeing examples, you can check out the [Resource Library](#) where the DNA Edits Team has put the 'first draft' of what this DNA could look like in practice. The resource library has potential examples of the new DNA, but is not itself a binding part of the DNA that members will vote on. You'll also find links to these documents throughout the packet, marked by this symbol: ✦

OVERVIEW: WHAT DO WE NEED TO DO?

WHAT WE'RE SEEING

For decades, fossil fuel executives and the politicians they employ have driven us to climate catastrophe. They have deceived the public about the crisis they've created. They play a central role in a broader coalition of white supremacists, oligarchs, and corporate executives that are holding our democracy hostage. This coalition has been playing the long game: taking over every level of government so they can force their life-threatening agenda on all of us. Their game is paying off, and now, everything is at risk: the lives of school kids, our right to choose, and any shot we have at tackling the climate crisis. At a moment when we need our government to address the many crises we face, so many of our "leaders" only care about protecting their friends and hoarding power for themselves.

WHAT WE NEED TO DO

We must be as ambitious as our opponents. It's time for us to get serious about building long term power and organizing a movement across race and class that can transform our society and take over every level of government. We are on a mission to deliver a Green New Deal for our generation. We will build a country where everyone has access to clean air, clean water, and a good paying job; where all of us and our kids won't live in fear of the worst impacts of the climate crisis.

This is the project of our generation. Let's take over.

CORE ASSUMPTIONS

FOUR INTERVENTIONS

These are four big shifts the frontloading team is proposing. They guide the rest of the DNA. You can learn more about these in the [✧ Resource Library. ✧](#)

1. Local Green New Deal Campaigns

Local campaigns grow their movements, shift the public, put everyday people into power, and achieve wins that build momentum for national change. Local campaigns have historically been a tool for poor, Black, and brown movements to organize their communities around demands that feel closer to home than federal policy.

In the next few years, local campaigns are the best way for Sunrise to continue the fight for federal Green New Deal policies. With corporate Democrats shutting down progress and Republicans poised to make electoral gains, we need to focus on winning public support for the Green New Deal and building an unstoppable movement across race and class. That way, the next time there is an opportunity to win national climate policy - likely in the beginning of 2025- we have the power to disrupt business as usual and force politicians to act in ways we could not in 2021. And if we don't see Democrats hold Congress and the Presidency again in the next few years, we've still built up the type of power needed for non-cooperation and massive action to force the hand of the government, no matter who is in control of it.

2. Multiracial Cross Class Movement

For centuries, fossil fuel executives and the politicians they employ have used racism and classism to keep everyday people fighting over scraps while they profit. Building a movement across race and class is our only chance at building enough power to win a Green New Deal that leaves nobody behind. We must commit together to transforming the makeup of Sunrise's base, which has historically been majority white and middle or upper class. Doing so will require difficult, intentional work across every aspect of Sunrise over the coming years. While all the DNA has been designed to build us towards a multiracial, cross-class movement, we believe it's going to take a lot of experimentation and growth from us all to make it a reality.

There are five pillars that will support us in this work:

1. Build Green New Deal policy and campaign strategy that explicitly names how it will invest in and materially change the lives of poor, Black, brown, and working class communities
2. Invest in local base building, leadership development, and retention with extra resources towards Black, brown, poor, and working class people
3. Build a culture where everyone, especially Black, brown, poor, and working class people, feel at home and powerful
4. Ensure that every member and leader feels a stake in building a movement across race and class and can support others to feel their stake
5. Build decision-making processes that ensure that Black, brown, poor and working class leaders have clear substantial decision making power

3. Internal Democracy

Building internal democratic systems helps our decentralized movement act with unity and make stronger decisions about the direction of Sunrise. When we are decentralized, it can be hard to feel the power or strength of a movement that acts together. Democratic, transparent decision making helps all hubs and chapters feel a stake in the direction of the movement, not just our local strategy. It also empowers and develops people as strategic thinkers through generative discussion and the process of making difficult choices about movement priorities.

4. Leadership Development

We've got big goals for the coming years. We won't be able to achieve them and we'll continue to struggle with burnout if we don't support our leaders to grow and dramatically increase the number of people who are taking leadership in Sunrise. Our national organization, hubs, and chapters all need to orient to this project.

WHAT WE'RE CONTINUING TO DO

These are two key roles Sunrise has previously played in the fight for a Green New Deal, and that we need to keep doing in 2.0:

1. Keep fighting for a federal Green New Deal

The federal government is the only institution with the resources to address the climate crisis with the speed and scale that science and justice require. This is our global responsibility as people living in the country that's done the most to cause this crisis. Even when we aren't actively running a federal campaign, our campaigns build toward this goal.

2. Continue to be a youth, moral voice for the Green New Deal

Our vision is based on what's necessary to stop the climate crisis and ensure all communities can thrive, not what's politically possible right now. We use tactics like direct action, elections, and public communications to change the common sense. We don't shy away from taking on powerful interests and saying what needs to be said.

WHAT DO WE WANT

OUR OBJECTIVE:

Sunrise is building a movement of young people across race and class to stop the climate crisis and win a Green New Deal. We will force the government to end the reign of fossil fuel elites, invest in Black, brown and working class communities, and create millions of good union jobs. We're on a mission to put everyday people back in charge and build a world that works for all of us, now and for generations to come.

CORE MESSAGES:

To win a Green New Deal, we will need to break through the lies told by fossil fuel corporations and shift millions of people across race, class, and region so they believe these three things:

- 1. We need governments to tackle the climate crisis because corporations won't.**
- 2. Climate solutions can and must improve the lives of everyday people without leaving anyone behind.**
- 3. If everyday people unite, we can force our government and democracy to work for all of us.**

SUNRISE 2.0 WORLDVIEW:

Our opponents are building the world they want right in front of our eyes. We need to be just as clear about the world we want to build, and use our worldview to guide our strategy, policies, messaging and the ways we interact. *Our proposed worldview pulls ideas from many traditions: Democratic Socialism, Indigenous ways of understanding our relationships with each other and land, Latin American Participatory Democracy, Black Feminism and Abolition.*

- Where the status quo is built on the legacy of slavery and genocide, uses strategic racism to pit us against one other, and systematically destroys communities of color, we come together to build a powerful multiracial society that will **confront our history** and **recognize differences in identity as strengths.**
- Where the status quo tells us that everyday people are irrational, powerless and must accept the world as it is, we believe that **power comes from people coming together**, and **every person has a role in changing our society** and creating a democracy that works for all of us.
- Where the status quo imagines the government as a violent, corrupt tool of the greedy elite, we fight for a **government that uses its full power to guarantee people's basic needs and maintain the health of our planet.**
- Where the status quo exploits workers' labor and uses us as tools for profit, we believe that **workers deserve dignity, respect, and power in the workplace.**
- Where the status quo enables the greedy elite to destroy our land, air and water to line their pockets, we seek to build an **economy where people live in harmony with the planet.**

HOW DO WE STRUCTURE OURSELVES

Most of our organizing happens locally, in either **hubs** or **chapters**. Both hubs and chapters are autonomous groups that organize around a Green New Deal, either by running multi-year campaigns (chapters) or by going through cycles of action to popularize the Green New Deal (hubs).

	HUBS	CHAPTERS
WHAT THEY DO	Hubs popularize the Green New Deal through shorter-term campaigns, actions, and supporting partner campaigns.	Chapters are groups that are leading multi-year local campaigns & base building through neighborhood teams.
SIZE	5 - 30 active members	30+ active members
LOCATION	Town, city, region, high school or college ¹	Town, city, region
CAMPAIGNS	Shorter-term campaigns to get politicians & institutions to sign Green New Deal Pledges, electoral campaigns, and actions	Multiyear campaigns to win local Green New Deal policy
DUES-PAYING MEMBERSHIP	✓	✓
NEIGHBORHOOD TEAMS*	Not required	✓
*All chapters have multiple ✨ neighborhood teams ✨ (sometimes called community teams) to help build a base. Neighborhood teams have the mandate of recruiting people in their area. This helps create structures to infinitely grow a base of organized people, and also often allows us to deliberately invest in base building in poor, working class, Black and brown neighborhoods.		
IN 2024 WE HAVE...	100s of hubs	15-30 chapters
SUPPORT FROM THE CENTRAL ORGANIZATION	• “How to start a hub” training & coaching program. • Light coaching from staff • Specialized coaching for school hubs running the GND for Schools Campaign.	• 1 staff person will likely support 2-5 chapters, and be expected to travel to chapter locations, offer apprenticeship, etc. The constituency department will support neighborhood teams.
HUB TO CHAPTER PROGRAM	• Access to a series of guides and campaign materials (designed to be adapted to a variety of contexts). • Access to centralized trainings (online and in person) and training curriculum • Additional support from peer support coaching networks Hubs should try to become chapters if they’re excited about multiracial, cross class base building and leading a multi-year local organizing campaign. They can go through the hub-to-chapter program once they reach these thresholds: • A strong core team of 10-12 organizers • 30+ members that reflect the race & class demographics of the community Once a hub successfully complete the program, they are officially a chapter	

¹ Some high schools or colleges may choose to be their own hub. That usually means they will be participating in the [Green New Deal for Schools campaign](#), and potentially working with other student hubs in their district. Some high schools or colleges may choose instead to be a part of their local chapter as a neighborhood team. In that case, they can still participate in the Green New Deal for Schools campaign, or just support the chapter’s campaign.

MASS ORGANIZING TEAMS:

We also know that there are thousands of people who don't live near hubs or chapters and don't have the time to start them. We bring those people into our "**Mass Organizing Teams**" - teams that host online actions (i.e. phonebanking, textbanking, welcome calls) that help build our movement. Mass Organizing is committed to making sure that anyone, anywhere can participate in the movement.

- Mass Organizing teams are core teams of 10-30 people that are responsible for organizing online actions for low-commitment participation. Examples include the Force to Be Reckoned With and Texting teams, which run electoral texting and phonebanks, and the Welcome call team which holds regular calls that anyone new to Sunrise can join to learn how to plug in. Other teams in the future could include: disaster response support, major actions recruitment, etc.
- Mass Organizing can create some of the highest-impact work we do.
- Staff support for volunteer-led teams is usually made up of 1-2 staff people that coach and develop a team of high-capacity volunteers.

HOW DO WE ORGANIZE TO WIN

OUR THEORY OF CHANGE:

How we believe change happens. If we do X and Y we believe we'll be closer to winning a GND. There are two core elements of our theory of change: **People Power** and **Political Power**. They are similar to but slightly different from how Sunrise has used these terms used in the past:

POLITICAL POWER

- Shift the political common sense
- Elect Green New Deal champions at all levels of government
- Pass policies that advance the Green New Deal and improves peoples' lives



PEOPLE POWER:

- Organize thousands of people who reflect our communities to campaign for Green New Deal policies
- Take direct action that disrupts the status quo in ways that build public support and/or force those in power to meet our demands
- Build mass public enthusiasm across race and class for the Green New Deal by connecting it to peoples' lives

WHAT IT WILL TAKE:

These are core tactics and strategies our organization, chapters, and hubs will use to help us achieve our theory of change. This is not everything we will be doing, however this is our key toolbox that should be pulled upon often.

BASE BUILDING

Why? Running sustained local campaigns and eventually winning federal policies will require us to bring in many more members and leaders who reflect the race and class of the local community.

DECENTRALIZED ORGANIZING

Why? This strategy isn't going to work if the national organization is calling all the shots or if we rely on national actions. We need leaders on the ground trying things out, setting campaign strategy, and localizing the vision of the Green New Deal.

ELECT GND CHAMPIONS & UNSEAT FOSSIL FUEL BACKED POLITICIANS - ✨ [Read more here](#) ✨

Why? We need massive government action to stop the climate crisis and right now too many politicians are beholden to the fossil fuel lobby and corporate CEOs. They're stopping even the bare minimum action. To change what's possible we need to win elections at every level of government.

A POWERFUL NARRATIVE & STORIES THAT CATCH THE PUBLIC'S ATTENTION

Why? Narrative and storytelling motivates people to join the movement, shows the power of our movement, and shifts the common sense of society to align with our demands. We need to effectively deliver our story through social media, press, and how we talk with people.

ESCALATED DIRECT ACTION & CREATIVE TACTICS - ✨ [Read more here](#) ✨

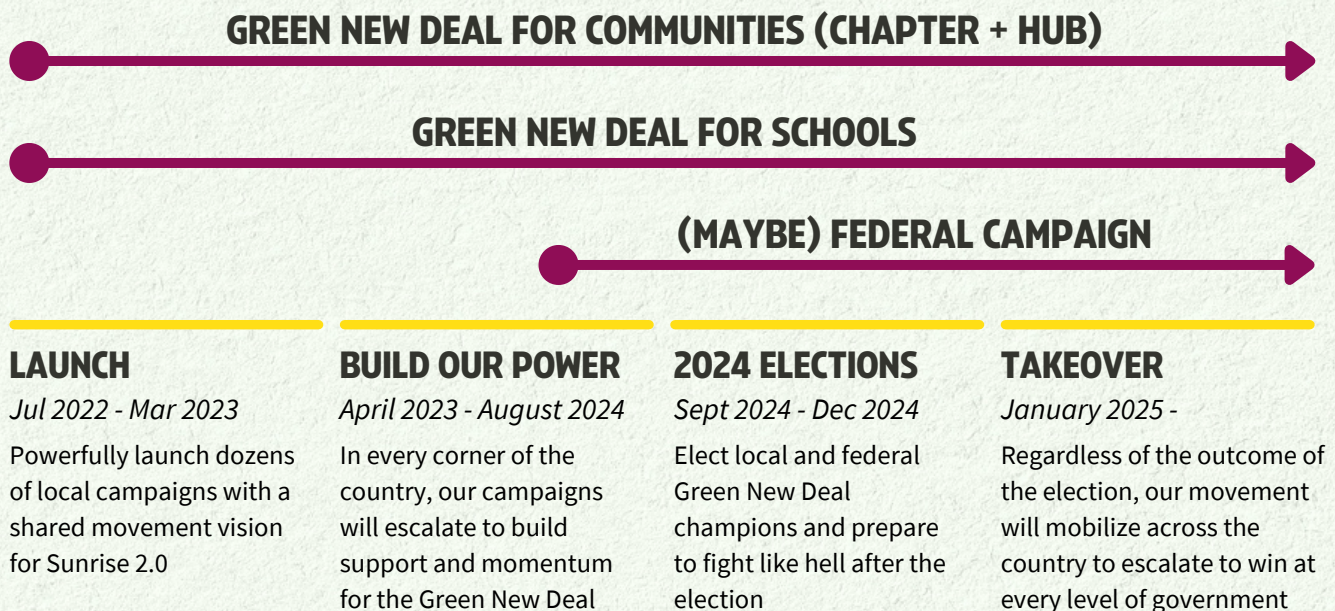
Why? Direct action is a powerful practice that propels our narrative into media and public conversation and forces those in power to respond. When we take action together, we build communal energy and deepen our commitment to the movement.

STRONG VISUAL STRATEGY - ✨ [Read more here](#) ✨

Why? A strong use of visuals and art across all aspects of our movement ensures that our stories, demands, unity and power are effectively and evocatively communicated to the world. When our visuals are as sharp, cool, and organized as we are - potential members can see a movement they want to be a part of, and believe we can win.

OUR CAMPAIGNS:

PHASES & TIMELINE - ✨ [Read more here](#) ✨



FEDERAL CAMPAIGNS

Though we're not launching with a federal campaign this year, a core goal of our local campaign strategy is preparing the conditions for us to be able to win federal action.

When there's an opportunity to wage a federal campaign (eg: Democrats win big in 2024), Sunrise members will decide on campaign goals and demands ([see democratic decision-making chart](#)). In the meantime, we know all our local work is helping lay the foundation for a federal campaign to be successful.

GREEN NEW DEAL FOR COMMUNITIES

✦ [Read more here](#) ✦

Goals: Bring the Green New Deal to the heart of communities all across the country. Build people power, disrupt the status quo, and achieve local wins that set us up to win national Green New Deal policies that meet the scale of the crisis we face:

- Build public support for the Green New Deal by talking with tens of thousands of people and taking direct action to convey a tangible vision for how it would change our communities.
- Build political power by electing Green New Deal champions, taking over local government, and pressuring politicians to back a just, bold Green New Deal.
- Build momentum and create tangible change by getting local governments and institutions to endorse and enact Green New Deal policies.
- Build a powerful movement through local campaigning that empowers and develops local leaders to set strategy, build membership, and take escalated action.

What this could look like in practice: These will vary based on local context and how much capacity Sunrise has in the locality.

- **The Gotham City hub** builds local support for the Green New Deal ahead of city council elections in 2023. They canvas neighborhoods to talk about the Green New Deal, bring in new members, birddog politicians, and get churches, businesses, and community groups to endorse the Green New Deal. Then, as the election is heating up they use that momentum to get four city council candidates to sign a 'Green New Deal for Gotham City' pledge.
- **The Bikini Bottom chapter** wants to launch a Green New Deal for Bikini Bottom campaign. They talk with community members, partners, experts, and politicians to understand what kinds of demands of the government might be meaningful to the community, ambitious, and winnable. They launch a campaign to win free public transit and retrofit government buildings to create jobs and make public housing safer. They elect champions, get community groups to endorse the campaign, build a membership of hundreds that spans every neighborhood of the city, and take escalated action. After two years of campaigning they've won a commitment to retrofit hundreds of buildings and lower transit fares, and are campaigning to force the government to take the next step.

GREEN NEW DEAL FOR SCHOOLS

✦ [Read more here](#) ✦

Goals: Schools are critical cultural institutions that can move communities and the whole country. In classrooms across the country, students are already leading the fight for racial, gender, and climate justice. The Green New Deal for Schools campaign will organize, politicize, and develop the leadership of thousands of students to win change in their schools and be a badass youth moral voice for a Green New Deal at every level of government and fight for change in their schools.

The GND for Schools campaign has similar goals to the GND for Communities, tailored to meet the needs of students organizing within a school institution. These include:

- Build public support for the Green New Deal by talking to classmates, organizing school unions and communities, and taking direct action to convey a tangible vision for how this would change our schools, towns, and cities.
- Build political power by endorsing & electing Green New Deal champions to school boards, associations, and other governing bodies.
- Build momentum and create tangible change by getting schools to endorse and enact Green New Deal policies.
- Build a powerful movement through local campaigning that empowers and develops a generation of leaders ready to set strategy, build membership, and take escalated action.

Potential demands:

- High school: free, healthy meals for students, accurate climate curriculum, and updates to the buildings to be sustainable and safer for students and teachers.
- College: divest the endowment from fossil fuels, update crumbling campus buildings and make them sustainable, and commit to investing in affordable green housing in the local neighborhood to combat gentrification

NOTE: Students can participate in the GND for Communities campaign instead of or in addition to GND for Schools.

HOW DO WE MAKE DECISIONS?

THE CORE GOAL:

We need a clear structure for hub & chapter members to have decision making power over our strategic direction, campaigns, and support that we offer.

WHY:

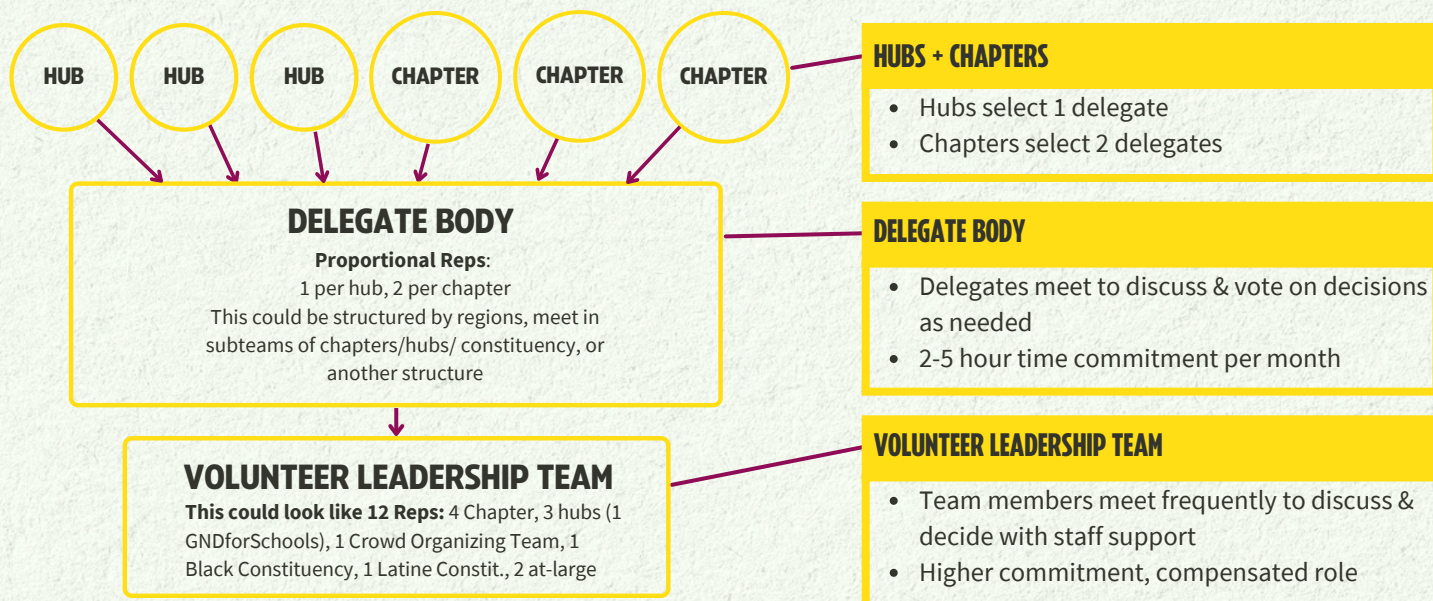
We believe that having clear ways for members to make movement-wide decisions helps us make better choices, develop strategic leaders, have clear structures for accountability, and build the level of buy-in and unity required to take on the nationwide fight for a GND.

GUARDRAILS:

We think democratic structures are very useful, but there are also some risks to having them! Here are a few of the risks we're tracking & have designed the structure around:

- **Time commitment:** We want to keep participation in the democratic body to a low time commitment, so it doesn't pull people away from hub/chapter work or inhibit individuals without a lot of time from engaging (eg: parents, people with second jobs).
- **Nimble process:** We don't want a cumbersome process that stops us from making decisions in a timely way so we can respond to changing circumstances.
- **Race/Class:** Right now, we're building a democratic structure in a majority white movement. We need that structure to be able to make choices that will support us in becoming a multiracial, cross class movement and transforming our base. To do that, we can first ensure the representation of Black, brown, working class and poor movement members on the smaller volunteer leadership team, but we also know that supporting Black and brown leaders without a strong Black and brown delegate body and base can be tokenizing. Guarding against tokenization while ensuring that the democratic structure supports us to build a multiracial cross class movement will be a core responsibility of the Democracy Implementation Team ([see note below](#)).

WHAT DOES THE DEMOCRATIC STRUCTURE LOOK LIKE?*



*We are ratifying a *Volunteer Leadership Team* and a *Delegate Body*, and the specific way those fit together. Everything else is to be decided by the Democracy implementation Team.

WHO MAKES WHAT DECISIONS:

HUBS & CHAPTERS	DEMOCRACY STRUCTURE	TEAM OF STAFF + VLT	STAFF
TLDR: Determines hub, chapter, or regional strategy, structure, and operations.	TLDR: Votes on major, long-term strategic decisions and DNA changes.	TLDR: Makes short-term decisions that both implicate the organization and base.	TLDR: Determines how to run the organization in the day to day & programmatic support.
- Sets their own local campaigns, strategy, and goals. - Makes decisions around hub/chapter operations and statewide/regional coordination. - Selects delegates to the delegate body. <i>Staff support local hubs and chapters to have transparent and inclusive decision-making processes, which often includes ways for members to vote on decisions.</i>	Full membership: - Votes on presidential endorsements. - Votes on any DNA changes Delegate body: - Approves future campaigns. - Approves major decisions from the Volunteer Leadership Team. - Selects Volunteer Leadership Team representatives. Volunteer Leadership Team: - Initiates changes to DNA. - Coordinates the delegate body (with staff support) & determines any additional decisions brought to full body - Elects a board member for oversight. <i>The volunteer leadership team will be able to weigh in on high level leadership, but we don't know what that looks like yet. How we do this will be set by the Democracy Implementation team, board, & senior leadership team.</i>	Campaign: - Rapid response as possible, <i>with the support of volunteers from impacted hubs/chapters</i> - Centralized mobilizing asks & days of action, etc. - National congressional endorsements, <i>the hub/chapter/state must endorse first</i> Resources & Support: - Budget & resourcing priorities (<i>i.e. distribution of trainings, coaching, etc.</i>), including dues - Bylaw changes <i>We know that because of our history of volunteer & staff decision-making bodies that have weighted staff, this one is going to require a clear and fair decision-making process. We're naming this & working with a volunteer-led Democracy Implementation Team to figure out the best way to do that (more on that team below).</i>	<i>Italicized parts = consultation</i> - Leads Lobbying & inside game, <i>hubs & chapters are included on relationships with their representatives</i> - Creates National social media & press releases, <i>some things will need consultation - others won't!</i> - Develops programs, coaching, and training offerings, <i>volunteers are heavily consulted on design & involved through relevant volunteer teams (i.e. volunteer training team)</i> - Leads hires, <i>volunteers are on hiring teams & consulted for all movement-facing roles</i> - Decides organizational policies, structure, shift, slow downs (<i>i.e. all staff time off</i>)

NOTE: This whole proposal is a framework on which our democratic structure will be built, but doesn't have every detail fleshed out. Sunrise's staff team is working with the volunteer-led Movement Democracy Project to design a Democracy Implementation team (***fill out this form if you're interested in getting involved!***) that will be responsible for figuring out a lot of the details of this proposal, including how often the different bodies meet, how they interact with each other, whether there are sub-groups that meet together, what their term limits are, how to make the capacity expectations reasonable, how the democratic body works with / meets with staff teams, and the legal/operational implications of different decisions. We're voting on this DNA to give that team a framework to work off of.

Why have a delegate body? We think that our chapters & hubs should have direct representation in movement-wide strategic decision-making. The simplest way to do that is by having one space where we can make decisions together and discuss.

Why have such a small Volunteer Leadership Team? Smaller teams are better able to build trust with one another and make decisions quickly and nimbly, which will be required for rapid response moments. This also allows us to have people serve fixed terms to avoid burnout.

Why have the Volunteer Leadership Team and staff work together? We believe both volunteers and staff bring different perspectives that are important to put together in order to create good strategy. While staff will often be more closely tracking national stories and opportunities and have knowledge around how to support implementation, volunteers will be able to think through what a strategy & resourcing decisions looks like on the ground. Losing either of these perspectives could lead to bad and siloed strategy.

HOW DO WE LEAD

PRINCIPLES:

These principles are our basic commitments we make to ourselves & each other as Sunrise members, leaders, and organizational staff. They are deeply rooted in our strategic objective and the culture that is required to build a multiracial, cross class movement.

1. We grow our power through organizing our communities.

We bring our neighbors, families, classmates, community leaders, and thousands of unorganized young people into our movement. Building a mass movement of ordinary people across race and class is the only way we transform society.

2. We are rooted in what we're fighting for. We all have something to lose to the climate crisis and something to gain in coming together. We tell our stories about race, class, where we're from, and who we are to remind ourselves and the public of that truth. This is how we build a powerful movement.

3. We are all on a journey to become better organizers, leaders, and people. Our opposition is powerful and disciplined: we need to be too. We take our own growth seriously by developing our craft as organizers and learning from our mistakes. We do this with compassion for ourselves and each other.

4. We rise to the challenge. This moment in history requires us to take risks, embrace experimentation, and do things we never believed were possible. We choose hope over cynicism and action over fear - when we step into leadership, make hard decisions, or take to the streets.

5. We transform ourselves so our movement can win. We are fighting to become the generation that turns the tide against racism and the institutions built upon it. We unlearn oppressive attitudes and fearlessly confront a status quo that divides us based on our skin color, the money in our pockets, where we live, who we love, and who we are. Getting there is a lifelong journey, and we prepare for it to be so.

6. We ask for help and give what we can. Some of us give time, others give money, donate housing, or offer skills. When we are struggling, we reach out for support. We redistribute our resources to grow our community and enable more people to participate in the movement.

7. We respect each other and our shared home. The only way we will win is with a movement of everyday people. We treat every person we meet with the respect that belief requires. To do that we have to build trusting relationships that let us hold each other accountable across rank, race, and other identities.

8. We are a united movement. Every time we knock doors, take action, or talk about the Green New Deal, we know that there are thousands of other Sunrisers working alongside us. We ground our work locally, and throw down together at key moments to transform our whole country.

9. We oppose state violence with nonviolent action. We live in a violent, militarized state that evicts, deports, incarcerates and brutalizes everyday people and then looks away as fires and floods destroy our homes. Those in power use this violence to keep us scared, disempowered, and divided along lines of race, class, and geography. We, as Sunrise, will not win by confronting their violence with violent actions. We combat their violence by boldly organizing our communities across race and class. This helps us protect ourselves and our communities as much as we can, bring the most people in, and build the power we need to win.

10. We are in solidarity with other movements for change. Winning a Green New Deal is one step in the project of collective liberation. We learn from the legacy of movements that came before us, stand beside groups who share our values, and unite in key moments to shift the balance of power in our country.

11. We are full of determination, fire, and hope. Though our times are often dark and difficult, we know that sinking into despair is not an option. We choose to believe in ourselves and our movements, and make space for light and love in our lives. Changing the world is a joyful and fulfilling process, and we let that show.

DNA SPECIAL VOTE: MEMBERSHIP DUES DNA

MEMBERS WILL VOTE ON WHETHER TO ADOPT THIS PROPOSAL INDEPENDENT OF OTHER PARTS OF THE DNA.

WHY COLLECT DUES?

- Dues would support us to make an explicit shift away from heavily relying on donations from foundations & the owning class towards more grassroots funding.
- Sunrise leaders want more autonomy and accountability with the central organization. Dues give members clear power and control as people funding the work.
- We believe dues will support us to build across class by requiring members and leaders engage in explicit, and ongoing conversations about money and class. This belief was supported in the content testing process, where we saw working class people consistently more likely to support dues.

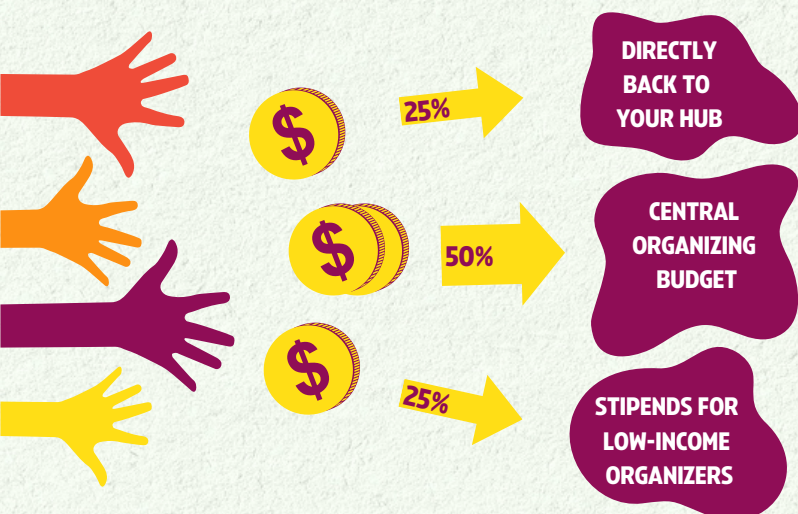
HOW MUCH WILL MEMBERS PAY?

Dues will be based on a member's ability to pay. Hubs and chapters would use this as a guide and ask members to contribute what they can afford. Dues should be flexible and accessible to people of different ages and class backgrounds:

- **\$5/ a month** - you keep a tight budget and have little flexible money to spend
- **\$15/ a month** - you make a living wage or are financially comfortable
- **\$45/ a month** - you make a high income or have access to inherited wealth

There will be a waiver for anyone who can not afford dues and for younger members who do not have control over their own money.

HOW WILL SUNRISE USE MONEY RAISED THROUGH DUES?



25% will come directly back to each member's hub or chapter via the **hub finance system**

50% will go to the **central organizing budget** which will be controlled by the **VLT + Staff team**. This money can be used to support local, regional and national trainings, programs, actions, mobilizations + more

25% will be pooled and **redistributed as stipends for low-income organizers** across the movement (currently called the Principle Six Program)

WHEN WOULD THIS BEGIN?

We will begin collecting membership dues once we have built the democratic structure that enables hub and chapter leaders to make decisions about the direction of Sunrise. Our goal for the democratic structure is to launch in 2023. *Until then, we don't collect dues.*

WHY NOT SEND MORE MONEY TO HUBS AND CHAPTERS DIRECTLY?

Funds raised through dues can be used however the movement wants - which is especially useful for 501c4 spending (how we fund political endorsements and legislative work). We want a large pool of the movement's money to be able to be flexibly allocated based on priorities set by the Volunteer Leadership Team and staff together. Sending money to the central organizing budget is one way to redistribute money raised through dues to ensure resources aren't concentrated in the wealthiest communities.